

THREE CATEGORIES OF SPIRITUAL GIFTS

1. Motivational Gifts: Romans 12:3-9

- **Prophecy**
- **Service**
- **Teaching**
- **Exhortation**
- **Giving**
- **Administration (leading, ruling, organizing)**
- **Mercy**

2. Ministry Gifts: Ephesians 4:11, 1 Corinthians 12:27-31

- **Apostle**: One sent forth with orders; a delegate or ambassador to establish local churches, ordain elders, bring forth revelation of the Word, train and discipline ministries, be a spiritual father to others.
- **Prophet**: foreteller of God's Word and future events, forthteller of God's Word under inspiration of the Holy Spirit, mouthpiece or spokesman for God, interpreter of God's Word in order to pronounce judgment, confirm direction of ministry, travel with apostles in team ministry confirming local churches.
- **Evangelist**: Preacher of the Gospel with a harvesting ministry. Trains soul-winners, wins the lost through preaching and miracles; works with apostolic teams in starting and establishing local churches.
- **Pastor**: Herdsman of God's people; an overseer of the Church; one who tends, guards, feeds, and guides the flock of God. Counsels and identifies with the flock.
- **Teacher**: Instructor in God's Word, who imparts systematic knowledge; a teacher of other teachers in order to establish truth and doctrine from God's Word, teach others how to teach, correct doctrine, and to balance the Apostle and Prophet's inspirational ministry.
- **Miracles**: One who performs what is naturally impossible through the power of God; one who has been gifted with a ministry of power and delivers; performs the supernatural for the glory of God.
- **Healings**: One who is used of God as the vessel through which He imparts healing to the physical body at times of His choosing; the instrument through which God brings a healing or cure; lays one's hands on others and sees them restored to health by the power of the Spirit on a regular basis.
- **Helps**: One who gives relief and help; one who lightens the load of leaders by doing certain practical things for them; helps in practical ways that relieve some of the everyday needs of the people in the Church especially for those who serve in the Word.
- **Administration or Governments**: One who steers, directs, or pilots an activity in the local church; guides some of the affairs of the church and operates in the gift of administration.
- **Tongues**: One who speaks forth a language he does not understand or has not previously learned by the Spirit; speaks out a supernatural utterance which interpreted by the same or different person in public gathering for the edification of the Church; speaks forth a language not previously learned by

formal education, yet is understandable to its hearers. The ministry gift of tongues operates through the person on a regular basis.

3. Manifestation Gifts: 1 Corinthians 12:7-11

- **Word of Wisdom:** one who receives supernatural revelation and wisdom from God for situations; one who is anointed by the Spirit to give specific counsel to others that meet their needs; perceives and communicates how the ways of God apply to a specific situation; functions and speaks under a supernatural mantle of wisdom and prudence; receives specific understanding from the Lord about the best way to handle a situation or problem.
- **Word of Knowledge:** One who receives from God supernatural facts and information which would be humanly impossible to know; speaks forth by divine revelation about the specific facts about a situation; speaks to others God's mind toward and specific situation; reveals to individuals or groups their specific needs or provision by divine revelation.
- **Faith:** One who can believe God for the impossible; one who has the special gift of faith for what God has promised to do; an ability to see God's promises come to pass; speaks the word of faith with results; receives from God supernatural power to believe Him for miracles.
- **Healings:** Same as the ministry gift of healing, except the one with the ministry gift operates in the gift on a usual basis and the manifestation gift is given for a specific situation.
- **Working of Miracles:** Same as the ministry gift of working of miracles, except the one with the ministry gift operates in the gift on a usual basis and the manifestation gift is given for a specific situation.
- **Prophecy:** Same as the ministry gift of prophecy, except the one with the ministry gift operates in the gift on a usual basis and the manifestation gift is given for a specific situation.
- **Discerning of spirits:** One who recognizes what spirit (divine, evil, or human) is causing a certain manifestation or activity; judges accurately what is the Spirit of God and what is not; has a gifted sensitive spirit that distinguishes between truth and error; knows the spiritual source behind something or someone.
- **Tongues:** Same as the ministry gift of tongues, except the one with the ministry gift operates in the gift on a usual basis and the manifestation gift is given for a specific situation.
- **Interpretation of Tongues:** One who is given supernatural understanding to interpret the meaning of a message in tongues to the Church.

MOTIVATIONAL GIFTS: Romans 12:3-9

DEFINITIONS:

1. **PROPHECY: “PROCLAMATION”** The motivation to reveal unrighteous motives or actions by presenting God's truth. A proclaimer of the logos or rhema word.

Amplification and guides:

- To be persuasive in speech, bring to light things previously concealed.

- To reveal the secrets of men's hearts causing them to fall down and worship God. 1 Corinthians 14:25
- A Proclaimer must: have love without hypocrisy, despise what is evil and grasp what is good. Romans 12:9

Dangers and Abuses:

- Being proud of rhetoric and persuasiveness.
- Become more dependent on ability to speak than the power of the Holy Spirit to convict.
- Seeing people as groups rather than as individuals with personal needs.

Misunderstandings:

- Frankness may be viewed as harshness.
- Focus on right and wrong may be judged as intolerance of partial good.
- Public boldness and strict standards may hinder intimate personal relationships.
- Efforts to gain results may be viewed as using gimmicks.

2. SERVICE: "PRACTICALITY" The grace to serve others by rendering aid or assistance and to demonstrate love by meeting practical needs.

Amplification and Guides:

- To detect personal needs overlooking their own personal needs in order to meet the needs of others.
- Completes a job with unexpected extra service.
- The server must have genuine affection for others; demonstrate brotherly responsibility, be willing to let others have the credit. Romans 12:10

Dangers or Abuses:

- Being proud of good deeds/hurt when not given credit.
- Overlooking long-range goals in meeting immediate needs.
- Controlling by gifts and serving.
- Quickness to meet needs may interfere with spiritual lessons God is trying to teach others.

Misunderstandings:

- Quickness in meeting needs may appear to be pushy.
- Their stamina may be interpreted as insensitivity to others helping.
- Eagerness to serve may prompt suspicion of desire for position or advancement.

TEACHING: "PRECISION" The grace to teach God's Word to others/clarifying truth; the motivation to search out and validate truth which has been presented.

Amplification and Guides:

- To engage in research and detailed study in order to validate truth.
- A digging out of facts and accumulation of knowledge.
- A teacher must be diligent in the details of his work; fervent in spirit; do his work as unto the Lord. Romans 12:11

Dangers and Abuses:

- Boasting of the knowledge that he has accumulated.
- Concentrating on details of information rather than on giving principles.
- Being more concerned about research than the response of his listeners.

Misunderstandings:

- Emphasis on accuracy of Scriptural interpretation may appear to lack practical application.
- Need to be objective may appear as a lack of warmth or feeling.
- Research may seem to be emphasized more than the teaching ministry of the Holy Spirit.

4. EXHORTATION: “POSITIVE” The grace to strongly urge someone or to give earnest advice, warning, or encouragement.

Amplification and Guides:

- Ability to call to the side to urge one to pursue a course of conduct.
- Personal counseling to encourage spiritual growth.
- An exhorter must rejoice in hope, be patient with progress, be persistent in prayer. Romans 12:12

Dangers and Abuses:

- Boasting of Personal results.
- Becoming discouraged with lack of progress.
- Motivating others for selfish gain.
- Spending too much time with those who want temporary relief.

Misunderstandings:

- Emphasis on steps of action may appear to oversimplify the problems.
- Desire to win non-Christians through living examples may appear as a lack of interest in personal evangelism.
- Emphasis on steps of action may appear to disregard feelings.

5. GIVING: “PHILANTHROPIC” The grace to give your time, labor, talent, or material possessions in order to bless others, meet the needs of people, or further the Gospel.

Amplification and Guides:

- To organize personal business in order to gain assets.
- An ability to make quick decisions regarding the immediate needs others have.
- The giver must give freely to the needs of fellow Christians, take genuine interest in the needs of strangers (hospitality). Romans 12:13

Dangers and Abuses:

- Being proud of giving.
- Measuring spiritual success by material assets
- Overlooking long-range goals in meeting immediate needs.
- Controlling by gifts.

Misunderstandings:

- Need to deal with large sums of money or good quality things may appear to focus on temporal values.
- The attempt to encourage others to give may appear as lack of generosity and unnecessary pressure.
- Personal frugality may appear to friends and relatives as selfishness.
- Lack of response to pressure appeals may appear as lack of generosity.

6. ADMINISTRATION (LEADING, RULING, ORGANIZING): “PLANNING” The grace to lead others in ministry or service. The motivation to coordinate the activities of others for the common good.

Amplification and Guides:

- To preside over, lead, stand before.
- To distinguish major objectives and help those around him to visualize them.
- The leader must bless those who curse him; do whatever he can to make their life happy and spiritually prosperous. Romans 12:14

Dangers and Abuses:

- Being proud of his power.
- Using people to accomplish his goals rather than meeting their personal needs.
- Overlooking major character faults in those who are useful to reaching his goals.

Misunderstandings:

- Willingness to endure reaction may appear as callousness.
- Failure to explain why tasks must be done may prompt workers to feel misused.
- Desire to finish task swiftly may appear insensitive to schedule, weariness, or priorities of others.
- Ability to delegate may appear as laziness.

7. MERCY: “PARDON”

Amplification and Guides:

- **To sense hurt.**
- **To feel empathy with the misfortunes and misery of others.**
- **To mentally and emotionally relate to their needs and give aid.**
- **The merciful must share the happiness of those that are happy and enter into the grief of those who are in sorrow. Romans 12:15**

Danger and Abuses:

- **Being proud of his ability to empathize.**
- **Resenting others who are not as sensitive to personal needs.**
- **Failure to be firm when necessary.**
- **Being guided by emotions rather than logic.**
- **Greatest danger is holding in feelings.**

Misunderstandings:

- **Avoidance of firmness may appear as weak and indecisive.**
- **Those of the opposite sex may misinterpret the attraction to and understanding of those in distress.**
- **Sensitivity to words and actions which cause hurts may appear to be taking up another’s offense.**
- **Ability to detect insincere motives may cause some to think he is hard to get to know.**